Kerry Education and Training Board

Bord Oideachais agus Oiliúna Chiarraí

Gender Pay Gap Report 2024

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1. INTRODUCTION

The Gender Pay Gap Information Act 2021 has introduced the legislative basis for gender pay gap reporting. The regulations will require organisations with over 250 employees to report on their gender pay gap in 2024.

This is Kerry Education and Training Board's (Kerry ETB) 2024 Gender Pay Gap Report and is based on a snapshot of employees on the 30 June 2024. The gender pay gap is the difference between the average hourly wages of men and women in an organisation, regardless of their seniority.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office (S.I. No. 264 of 2022).

1. Median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2. Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
3. Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
4. Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees Gender Pay Gap Report 2024
5. Bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period.
6. Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

2. GENDER PAY GAP ANALYSIS 2024

Overall the gender breakdown is: Male 34.05% Female 65.95%

- Full-time Male 37.23% Female 62.77%
- Part-time Male 29.68% Female 70.32%
- Temporary Male 100% Female 0%

Snapshot Date	30th June 2024	**Mean: 3.42% Median: -1.19%**
Reporting Period - From	1st July 2023	
Reporting Period - To	29th June 2024	

Headcount on Snapshot Date

Headcount	Fulltime Employees	Part-time Employees	**Total Employees**	of Whom are Temporary
Male	223	138	**364**	2
Female	376	327	**705**	N/A
Total	**599**	**465**	**1069**	**N/A**

Gender Pay Gap Metrics ***[Regulations 7(1), 8(1), 9(1), 10(1)]***

	Gender Gap in Hourly Remuneration			
	Mean	%	Median	%
Full Time Employees	R.7(1)(a)	**3.39%**	*R.8(1)(a)*	**-3.95%**
Part Time Employees	R.7(1)(b)	**2.01%**	*R.8(1)(b)*	**-0.27%**
Temporary Workers	R.7(1)(c)	**100%**	*R.8(1)(c)*	**100%**

	Gender Gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male		% of all Female	
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles		% Male		% Female
Quartile 1	*R.10(1)(a)*	**50.91**	*R.10(1)(a)*	**49.09**
Quartile 2	*R.10(1)(b)*	**49.92**	*R.10(1)(b)*	**50.08**
Quartile 3	*R.10(1)(c)*	**50.58**	*R.10(1)(c)*	**49.42**
Quartile 4	*R.10(1)(d)*	**49.89**	*R.10(1)(d)*	**50.11**

The overall representation between males and females across the organisation is 34.05% Male and 65.95% Female. The report shows a **Mean** Gender Pay Gap of 3.42% and a **Median** Gender Pay Gap of -1.19%

The Mean is the average, calculated by getting the difference between the average hourly rate of pay for male employees and the average hourly rate of pay for female employees expressed as a percentage of the male hourly rate.

The report shows a positive **Mean** figure (3.42%) which means that the average hourly rate of males is higher by 3.42% than the average hourly rate of females on the snapshot date, 30th June, 2024.

The **Median** is the figure that falls in the middle of the range where the hourly rate of all employees is listed, from the lowest to the highest. This can provide a more accurate representation of the differences in pay.

The **Median** Gender Pay Gap shows that the median rate of pay for females is 1.19% higher than the median rate of pay for males.

The report shows a difference between the **Mean** and the **Median** pay gap, this may indicate that the data is impacted by the presence of a group of higher earners.

Full-time employees
Approximately 56 % of all our employees on 30th June 2024 were working full-time. Of these 37.23% were male and 62.77% were female.

Mean *Gender Pay Gap for full-time employees*
Our **Mean** hourly gender pay gap for full-time employees is 3.39% in favour of male employees.

Median *Gender Pay Gap for full-time employees*
Our **Median** hourly gender pay gap for full-time employees is 3.95% in favour of female employees.

Part-time employees
Approximately 43.5 % of all our employees on 30th June 2023 were working part-time. Of these 29.68% were male and 70.32% were female.

Mean *Gender Pay Gap for part-time employees*
Our mean hourly gender pay gap for part-time employees is 2.01% in favour of male employees.

Median *Gender Pay Gap for part-time employees*
Our median hourly gender pay gap for part-time employees is 0.27% in favour of female employees.

Quartile Pay Bands
The report shows the number of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these quartile pay bands, all hourly rates of pay were sorted in descending order from highest to lowest this was then split into 4 equal quartiles and the ratio determined.
The proportion of females to males in quartile 1: upper quartile is 50.91 % female to 48.98% male

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3. GENDER PAY GAP STATEMENT 2024

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. All male and female employees in Kerry ETB are paid equally for work that is the same or similar this report does not examine equal pay.

All Education and Training Boards' salary scales are approved by the Department of Education and the Department of Further and Higher Education, Research, Innovation, Science (DFHERIS). Kerry ETB does not have any flexibility to apply off scale salaries. On occasion, Kerry ETB may have a new employee who is moving from an existing public service post. If appointed to a post that is deemed an analogous grade/scale, the new employee may be appointed at their current scale point.

Kerry ETB adheres to all public service pay scales and any pay agreements, which provide for equal pay for equal work irrespective of gender. Kerry ETB adheres to Circular 47/2020 – Revised arrangements applying to starting pay. This Circular states that we must appoint at the minimum point of the scale unless certain conditions, as outlined in the Circular, apply.

Kerry ETB strive to follow best practice and ensure our workplaces are accessible to all. All interviews are carried out by gender balanced interview boards. All Kerry ETB policies and procedures are inclusive and accessible.

The reason for the gender pay gap differences are impacted by

- working patterns – it is mostly females in Kerry ETB that are availing of flexible working arrangements (this does not impact hourly rate of pay),
- length of service as incremental progression means that new starters normally commence at a lower point of the incremental salary scale,
- gender breakdown of senior roles as a small number of higher paid employees can affect the average figure.

Kerry ETB offers a wide range of flexible working and leave options which are available to all employees including carer's leave, parental leave, parents leave, jobshare/workshare, career break etc.

Kerry ETB will continue to analyse and address insights from our annual Gender Pay gap reports and develop actions and initiatives as necessary over the coming years to address any issues arising, in consultation, where appropriate with the Department of Education/DFHERIS.